

CHAPTER 2

IV. DATA TABLES

WORKFORCE

This section of the infrastructure and capacity assessment focused on the Workforce in the local public health agencies. The following information summarizes the responses of the local public health agencies measuring their agency's workforce. **Please note that missing information on some surveys causes inconsistency in the totals of some tables.**

Agency Workforce		Total		Full-time		Part-time	
9.A.							
Total Staff		Number	Percent	Number	Percent	Number	Percent
114	Statewide	3357	100%	2727	81%	611	18%
55	Population Up to 20,000	773	23%	500	65%	274	35%
32	Population between 20,001 and 40,000	486	14%	330	68%	130	27%
14	Population between 40,001 and 80,000	558	17%	468	84%	100	18%
13	Population over 80,001	1540	46%	1429	93%	107	7%

9.B.1.										
			Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
Benefits For Full-time Employees	Total Agencies									
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health insurance	106	93%	49	89%	30	94%	14	100%	13	100%
Dental insurance	47	41%	11	20%	15	47%	10	71%	11	85%
Life insurance	80	70%	33	60%	23	72%	12	86%	12	92%
Retirement program	103	90%	48	87%	28	88%	14	100%	13	100%
Sick leave	112	98%	54	98%	31	97%	14	100%	13	100%
Vacation/annual leave	113	99%	55	100%	31	97%	14	100%	13	100%
Tuition reimbursement	28	25%	9	16%	6	19%	5	36%	8	62%
Educational leave	30	26%	12	22%	9	28%	6	43%	3	23%
Continuing education payment	45	39%	20	36%	10	31%	8	57%	7	54%
Military leave	56	49%	21	38%	15	47%	10	71%	10	77%
Other	23	20%	11	20%	3	9%	4	29%	5	38%

9.B.2.										
			Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
Benefits For Part-time Employees	Total									
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health insurance	45	39%	24	44%	8	25%	10	71%	3	23%
Dental insurance	19	17%	5	9%	3	9%	7	50%	4	31%
Life insurance	32	28%	18	33%	3	9%	8	57%	3	23%
Retirement program	42	37%	20	36%	9	28%	10	71%	3	23%
Sick leave	76	67%	38	69%	19	59%	13	93%	6	46%
Vacation/annual leave	77	68%	38	69%	19	59%	13	93%	7	54%
Tuition reimbursement	13	11%	6	11%	2	6%	2	14%	3	23%
Educational leave	16	14%	7	13%	4	13%	5	36%	0	0%
Continuing education payment	27	24%	13	24%	3	9%	7	50%	4	31%
Military leave	32	28%	16	29%	7	22%	6	43%	3	23%
Other	16	14%	7	13%	5	16%	3	21%	1	8%

			Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
Staffing Positions:	Total									
9.C.1.										
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administrator										
Time devoted to administrative duties										
100% time	57	50%	24	44%	11	34%	10	71%	12	92%
75-99% time	29	25%	15	27%	11	34%	2	14%	1	8%
50-74% time	6	5%	4	7%	2	6%	0	0%	0	0%
Less than 50% time	20	18%	11	20%	7	22%	2	14%	0	0%
No Response	2	2%	1	2%	1	3%	0	0%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.1.a.										
Administrator										
Educational Level										
Doctorate degree	2	2%	0	0%	0	0%	0	0%	2	15%
Master degree	25	22%	7	13%	6	19%	4	29%	8	62%
Baccalaureate degree	30	26%	15	27%	7	22%	7	50%	1	8%
Associate Degree	19	17%	12	22%	5	16%	1	7%	1	8%
Some College	26	23%	15	27%	9	28%	2	14%	0	0%
High School	7	6%	6	11%	1	3%	0	0%	0	0%
No Response	5	4%	0	0%	4	13%	0	0%	1	8%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.1.b.										
Administrator										
Annual Salary										
\$55,000 and over	16	14%	0	0%	2	6%	5	36%	9	69%
\$50,000- \$54,999	4	4%	1	2%	1	3%	1	7%	1	8%
\$45,000 - \$49,999	10	9%	4	7%	2	6%	3	21%	1	8%
\$40,000 - \$44,999	19	17%	9	16%	8	25%	2	14%	0	0%
\$35,000 - \$39,999	20	18%	13	24%	5	16%	1	7%	1	8%
\$30,000 - \$34,999	30	26%	21	38%	8	25%	1	7%	0	0%
\$25,000 - \$29,999	8	7%	4	7%	4	13%	0	0%	0	0%
\$20,000 - \$24,999	1	1%	1	2%	0	0%	0	0%	0	0%
Less than \$20,000	1	1%	0	0%	0	0%	0	0%	0	0%
No Response	5	4%	2	4%	2	6%	0	0%	1	8%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.2.										
Registered Nurses										
Full-Time	604	80%	155	72%	116	79%	94	82%	239	86%
Part-time	151	20%	60	28%	31	21%	20	18%	40	14%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.2.a.										
Registered Nurses										
Educational Level										
Doctorate degree	5	1%	1	0%	0	0%	3	3%	1	0%
Master degree	40	6%	3	1%	10	7%	5	4%	22	11%
Baccalaureate degree (BSN)	190	28%	56	26%	26	18%	24	20%	84	44%
Baccalaureate degree (Other)	29	4%	0	0%	3	2%	3	3%	23	12%
Associate Degree (ADN)	273	41%	112	53%	68	46%	64	54%	29	15%
Diploma	129	19%	40	19%	39	27%	19	16%	31	16%
Some College	3	1%	1	0%	0	0%	0	0%	2	1%

Note: Educational levels were omitted from some surveys

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.2.b.										
Registered Nurses										
Average Annual Salary										
\$40,000 - \$44,999	9	8%	0	0%	2	6%	0	0%	7	54%
\$35,000 - \$39,999	9	8%	5	9%	1	3%	0	0%	3	23%
\$30,000 - \$34,999	37	32%	18	33%	9	28%	10	71%	0	0%
\$25,000 - \$29,999	41	36%	25	45%	12	38%	3	21%	1	8%
\$20,000 - \$24,999	8	7%	4	7%	4	13%	0	0%	0	0%
Less than \$20,000	1	1%	1	2%	0	0%	0	0%	0	0%
No Response	9	8%	2	4%	4	13%	1	7%	2	15%

9.C.2.c.										
Licensed Practical Nurses										
Full-Time	71	70%	31	58%	14	74%	12	86%	14	93%
Part-time	30	30%	22	42%	5	26%	2	14%	1	7%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.2.d.										
Licensed Practical Nurses										
Average Annual Salary										
\$30,000 - \$34,999	3	5%	0	0%	0	0%	0	0%	3	43%
\$25,000 - \$29,999	19	33%	7	24%	5	38%	3	38%	4	57%
\$20,000 - \$24,999	21	37%	12	41%	5	38%	4	50%	0	0%
Less than \$20,000	14	25%	10	34%	3	23%	1	12%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.3.										
Environmental Specialist/Sanitarian										
Full-Time	277	84%	15	30%	38	84%	34	89%	190	97%
Part-time	51	16%	35	70%	7	16%	4	11%	5	3%

Staffing Positions:	Total	Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.3.a.									
Environmental Specialist/Sanitarian									
Nationally Registered	26	1	4%	5	19%	2	8%	18	69%
State Certified	76	12	16%	15	20%	4	5%	45	59%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.3.b.										
Environmental Specialist/Sanitarian										
Educational Level										
Doctorate degree	1	1%	1	2%	0	0%	0	0%	0	0%
Master degree	21	8%	1	2%	1	2%	5	13%	14	10%
Baccalaureate degree	183	70%	36	77%	37	86%	32	84%	78	58%
Associate Degree	22	8%	5	11%	3	7%	0	0%	14	10%
Some College	14	5%	4	9%	2	5%	1	3%	7	5%
High School	22	8%	0	0%	0	0%	0	0%	22	16%

Note: Information about educational levels was omitted from some surveys

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.3.c.										
Environmental Specialist/Sanitarian										
Average Annual Salary										
\$40,000 - \$44,999	3	3%	0	0%	0	0%	1	7%	2	17%
\$35,000 - \$39,999	7	7%	1	2%	1	4%	0	0%	5	42%
\$30,000 - \$34,999	28	29%	11	24%	9	35%	4	29%	4	33%
\$25,000 - \$29,999	32	33%	15	33%	10	38%	7	50%	0	0%
\$20,000 - \$24,999	20	21%	13	29%	5	19%	1	7%	1	8%
Less than \$20,000	7	7%	5	11%	1	4%	1	7%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.4.										
Nutritionist										
Full-Time	62	48%	8	16%	16	53%	12	71%	26	81%
Part-time	66	52%	41	84%	14	47%	5	29%	6	19%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.4.a.										
Nutritionist										
Educational Level										
Master degree	14	12%	1	2%	4	15%	2	12%	7	22%
Baccalaureate degree	94	78%	41	91%	20	77%	15	88%	18	56%
Associate Degree	12	10%	3	6%	2	8%	0	0%	7	22%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.4.b.										
Nutritionist										
Average Annual Salary										
\$40,000 - \$44,999	3	4%	2	5%	0	0%	0	0%	1	12%
\$35,000 - \$39,999	1	1%	0	0%	0	0%	0	0%	1	12%
\$30,000 - \$34,999	11	14%	6	14%	2	10%	1	9%	2	25%
\$25,000 - \$29,999	25	31%	11	26%	6	30%	6	55%	2	25%
\$20,000 - \$24,999	22	27%	10	24%	8	40%	3	27%	1	12%
Less than \$20,000	19	23%	13	31%	4	20%	1	9%	1	12%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.5.										
Dietician										
Full-Time	12	60%	3	75%	2	40%	5	63%	2	67%
Part-time	8	40%	1	25%	3	60%	3	38%	1	33%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.5.a.										
Dietician										
Educational Level										
Master degree	2	8%	0	0%	2	33%	0	0%	0	0%
Baccalaureate degree	22	92%	7	100%	4	66%	8	100%	3	100%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.5.b.										
Dietician										
Average Annual Salary										
\$40,000 - \$44,999	1	5%	0	0%	0	0%	0	0%	1	25%
\$35,000 - \$39,999	1	5%	0	0%	0	0%	0	0%	1	25%
\$30,000 - \$34,999	5	26%	2	29%	0	0%	1	25%	2	50%
\$25,000 - \$29,999	7	37%	1	14%	3	75%	3	75%	0	0%
\$20,000 - \$24,999	5	26%	4	57%	1	25%	0	0%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.6.										
Health Educator										
Full-Time	55	57%	8	30%	11	61%	4	50%	32	73%
Part-time	42	43%	19	70%	7	39%	4	50%	12	27%
9.C.6.a.										
Health Educator										
Educational Level										
Doctorate degree	1	1%	0	0%	0	0%	0	0%	1	3%
Master degree	16	20%	0	0%	1	6%	1	13%	14	48%
Baccalaureate degree	54	66%	24	89%	13	72%	6	75%	11	38%
Associate Degree	5	5%	2	7%	1	6%	0	0%	2	7%
Some College	6	7%	1	4%	3	17%	1	13%	1	3%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.6.b.										
Health Educator										
Average Annual Salary										
\$40,000 - \$44,999	3	5%	0	0%	0	0%	0	0%	3	37%
\$35,000 - \$39,999	4	7%	1	4%	0	0%	0	0%	3	37%
\$30,000 - \$34,999	7	12%	4	16%	0	0%	2	25%	1	12%
\$25,000 - \$29,999	20	36%	9	36%	7	47%	3	37%	1	12%
\$20,000 - \$24,999	20	36%	9	36%	8	53%	3	37%	0	0%
Less than \$20,000	2	4%	2	8%	0	0%	0	0%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.7.										
Social Worker										
Full-Time	29	78%	5	71%	1	100%	2	40%	21	88%
Part-time	8	22%	2	29%	0	0%	3	60%	3	13%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.7.a.										
Social Worker										
Educational Level										
Master degree	22	59%	3	43%	1	100%	0	0%	18	75%
Baccalaureate degree	16	43%	4	57%	0	0%	5	100%	7	29%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.7.b.										
Social Worker										
Average Annual Salary										
\$45,000 - \$49,999	1	1%	0	0%	0	0%	0	0%	1	8%
\$40,000 - \$44,999	1	1%	0	0%	0	0%	0	0%	1	8%
\$35,000 - \$39,999	3	3%	2	4%	0	0%	0	0%	1	8%
\$30,000 - \$34,999	4	4%	0	0%	1	3%	1	7%	2	15%
\$25,000 - \$29,999	2	2%	1	2%	0	0%	1	7%	0	0%
\$20,000 - \$24,999	3	3%	1	2%	0	0%	2	14%	0	0%
Less than \$20,000	1	1%	1	2%	0	0%	0	0%	0	0%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.8.										
Clerical										
Full-Time	603	87%	132	77%	114	83%	114	90%	243	95%
Part-time	90	13%	40	23%	23	17%	13	10%	14	5%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.8.a.										
Clerical										
Educational Level										
Baccalaureate degree	25	4%	3	2%	5	4%	9	7%	8	6%
Associate Degree	31	5%	12	7%	7	5%	2	2%	10	8%
Some College	144	25%	49	28%	32	23%	19	15%	44	34%
High School	365	65%	111	63%	89	65%	96	76%	69	53%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.8.b.										
Clerical										
Average Annual Salary										
\$25,000 - \$29,999	3	3%	1	2%	0	0%	0	0%	2	15%
\$20,000 - \$24,999	36	32%	16	29%	8	25%	2	14%	10	77%
Less than \$20,000	68	60%	36	65%	21	66%	10	71%	1	8%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.9.										
Physicians										
Relationship to Agency										
Full-Time Paid	5	3%	0	0%	0	0%	0	0%	5	12%
Part-time Paid	39	27%	9	21%	12	39%	7	24%	11	26%
Retainer	44	30%	8	19%	6	19%	6	21%	24	56%
Volunteer	58	40%	26	60%	13	42%	16	55%	3	7%

Staffing Positions:	Total		Population Up to 20,000 (55 Agencies)		Population 20,001-40,000 (32 Agencies)		Population 40,001-80,000 (14 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
9.C.10.										
Dentists										
Relationship to Agency										
Full-Time Paid	4	11%	0	0%	0	0%	0	0%	4	33%
Part-time Paid	0	0%	0	0%	0	0%	0	0%	0	0%
Retainer	11	29%	3	33%	0	0%	0	0%	8	67%
Volunteer	23	61%	6	67%	7	100%	10	100%	0	0%